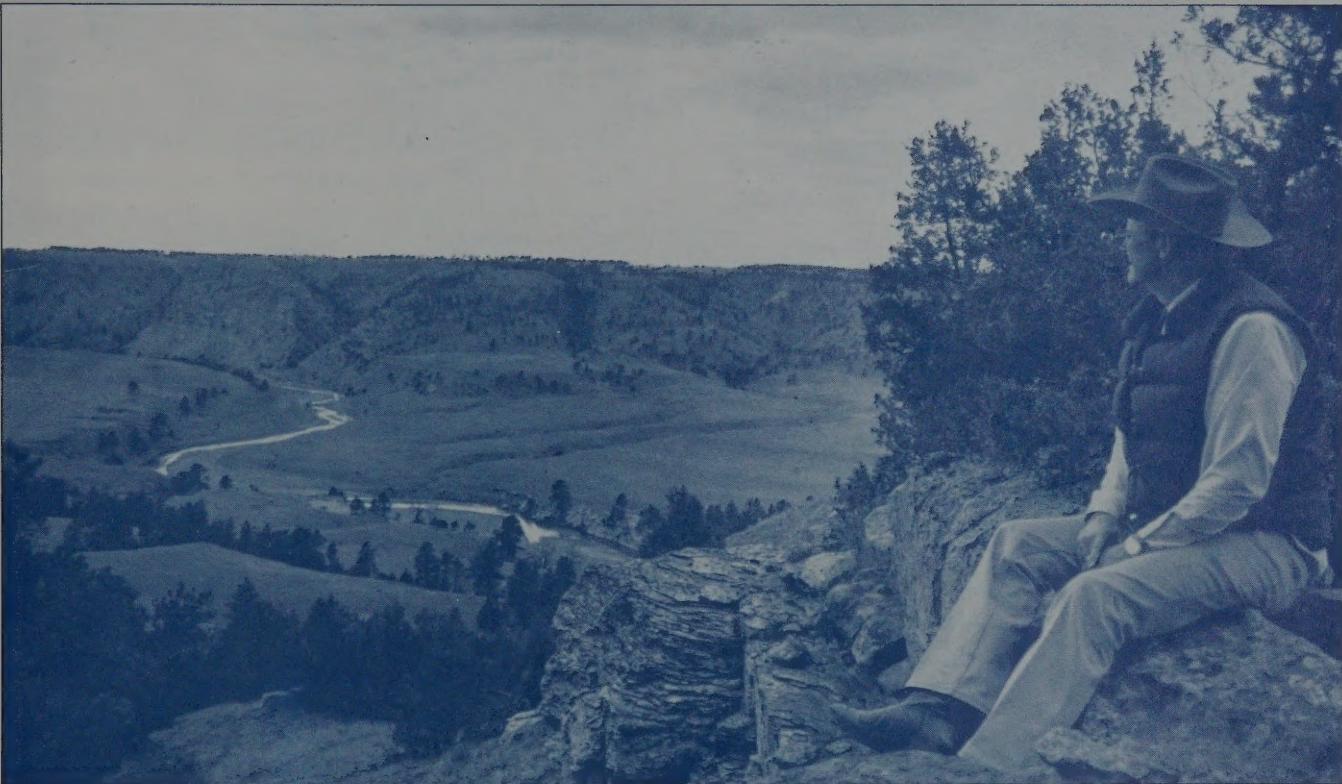


INSIDE TRACK

October/November 1988

Bureau of Land Management

Vol. 8, No. 11



Dayton Hyde, President of the Institute of Range and the American Mustang, surveys the wild horse sanctuary site. Photo by Del Harding, Montana State Office Public Affairs.

Wild Horses find Black Hills Sanctuary

By Del Harding
Chief, Public Affairs Staff, Montana State Office

When General George Custer led the first expedition into the Black Hills in 1874, he described the area in glowing terms.

"No portion of the United States," Custer wrote in his journal Aug. 15, 1874, "can boast of a richer or better pasturage, purer water and of

greater advantage generally to the farmer or stock raiser than are to be found in the Black Hills."

A newspaper correspondent traveling with his expedition agreed. "The lover of nature," he wrote, "could here find his soul's delight, the weary find sweet repose and invigoration."

Dayton O. Hyde believes wild horses will find the Black Hills just as attractive. "If I were a horse," Hyde said, "I haven't seen many places I'd rather live."

This year on Aug. 15, exactly 114 years to the day from Custer's journal entry, the first shipment of wild horses arrived in the Black Hills at what Hyde hopes will be the prototype for a nationwide wild horse sanctuary system. The 8,000-acre site is between Edgemont and Hot Springs, S.D.

Hyde is president of the newly formed Institute of Range and the American Mustang. He

In this issue:

•Fee Waiver Adoptions Come to a Halt	2
•BLM Provides Special Services for Employees	3
•Employees Receive Prestigious Awards	4
•Thousands Celebrate Anasazi Center Opening	6
•Introducing BLM's New Manager Trainees	8
•Tracking Personnel	10

Continued on next page

Wild Horses

(continued from previous page)

formed the nonprofit corporation specifically to develop sanctuaries for wild horses which have not been adopted under the BLM's Adopt-A-Horse program.

Hyde is a nationally known author. His books include "The Last Free Man: The True Story Behind the Massacre of Shoshone Mike and his Band of Indians in 1911," "Raising Wild Ducks in Captivity," "The Brand of a Boy: The Story of Johnny West on a California Cattle Ranch," and "The Major, the Poacher and the Wonderful One-Trout River." Hyde was raised on a cattle ranch.

"I've had practically a lifetime of living with horses," he said. "This is my way of paying back the horses for the good times they've given me."

The Black Hills site, he said, will be the showpiece of a proposed sanctuary program. Only about 150 wild horses will be placed at the site. Long-range plans call for building a Museum of the Wild Horse.

Hyde believes the sanctuary will become a major tourist attraction, supplementing such other area attractions as Mount Rushmore and Wild Cave National Park.

Portions of the sanctuary, he said, are sacred to the Sioux Indians. He said these sites, such as Hell Canyon, will be fenced to keep horses out. Such areas will be reserved for wildlife.

Under an agreement with the Institute, the



This is the first shipment of wild horses to arrive at the newly established wild horse sanctuary. BLM photo by Bill Crockford, Belle Fourche Resource Area Office.

State of South Dakota and the South Dakota Community Foundation, BLM will subsidize the sanctuary operation for about three years. The cost will be less than half the cost of keeping excess wild horses in corrals. Hyde will seek permanent financial support from private industry and private citizens for the sanctuary. An experienced fund raiser, Hyde said he anticipates no problems in obtaining the necessary funds.

"This place will be unique," he said. "There is no place in America where you can go and really see horses and enjoy them...Once we make this work, it will open up an opportunity for ranchers in other parts of the country" to develop similar programs for BLM to consider.

"I think this is a win-win situation. And I don't see how people can possibly criticize it."

The Grand Opening, Oct. 5, will be covered in the next Inside Track.

Wild Horse Fee Waiver Permanently Ended

Bureau of Land Management Director Robert F. Burford announced September 15 the end of the agency's fee waiver wild horse adoptions, a program used since late 1984 to place large numbers of excess animals. The program was suspended by Burford on April 15 in favor of other approaches to adopting excess animals.

The fee waiver program made available 100 or more excess unadoptable animals to qualified groups of individuals at no charge. As in the regular adoption program, adopters could receive title to the animals after one year of humane care. Animals placed under the fee waiver program were considered unadoptable, usually older and less desirable.

"After review of the success of measures we announced at the time of the April 15 suspension, we have called a halt to any consideration of future fee waiver adoptions," Burford said. "Further, any fee waiver adoptions not yet processed, even if approved prior to April 1 are cancelled."

Regular adoption procedures allow only four animals to be adopted by one person in a year. More than 86,000 wild horses and burros have been adopted since 1976 under the Adopt-a-Horse program.

INSIDE TRACK

Assistance Program Critical to Drug-Free Federal Workplace

Few people today are able to escape the problems and stress of everyday life.

Although we can usually solve these problems on our own, at times professional help is needed. The Bureau of Land Management has a worthwhile and sometimes unrecognized program to help its employees and their families during these times. Most BLM offices offer the skills of

when the Drug-Free Workplace initiative is implemented. The EAP will play a key role in providing assistance and support to those employees seeking help to stop substance abuse.

The Drug-Free Federal Workplace Initiative stems from Presidential Order 12564, dated September 13, 1986, requiring the two million federal civilian employees to be in the forefront of the national effort to eliminate illegal drugs from the American workplace. As stated in the Order, "The Federal government, as the largest employer in the Nation, can and should show the way towards achieving drug-free workplaces through a program designed to offer drug users a helping hand and at the same time, demonstrating to drug

users and potential drug users that drugs will not be tolerated in the Federal workplace."

The Drug-Free Federal Workplace Executive Order identifies EAPs as an essential element to an agency's plan to achieve a drug-free workforce, and clearly states that agencies must refer all employees found to be using illegal drugs to their



Feeling stressed? Overworked? Your Employee Assistance Program can help!

professionals in what's known as the Employee Assistance Program (EAP).

Last year (FY 87), 310 of the Bureau's more than 10,000 employees took advantage of these services. What kinds of problems can the EAP help employees and family members with? Among the most common are drug and alcohol problems; eating disorders; stress, depression, grief or loss; and family, marital, financial and emotional problems.

The program will take a new twist this year

EAP coordinator. Coordinators will provide support and referral for treatment or rehabilitation. They will also monitor employees' progress during rehabilitation.

Agencies are required by federal law to establish alcohol and drug abuse programs for civilian employees. Most of BLM's State Offices, however, have expanded these programs to include counseling for a wide range of other problems.

Employees seeking assistance are afforded

Continued on page 9

Work for a Drug-Free America

Special People . . .



Dean Bibles, Arizona State Director, recently received the highest Senior Executive Service Award, the Presidential Rank Distinguished Award, from President Reagan in a special White House ceremony. Bibles, the only BLM employee to receive the award this year, was honored for his leadership in wilderness and wildlife management, education, land exchanges, communication, production and effective management while working in several states and the Washington Office. White House photo by Susan Biddle.

Alaska State Director Mike Penfold, left, accepts the Presidential Rank Meritorious Service Award from Interior Secretary Donald Hodel. Idaho State Director Del Vail also received this award from Hodel. The award is the Department's second highest monetary award. Photo by Don Cabrera, WO Public Affairs.

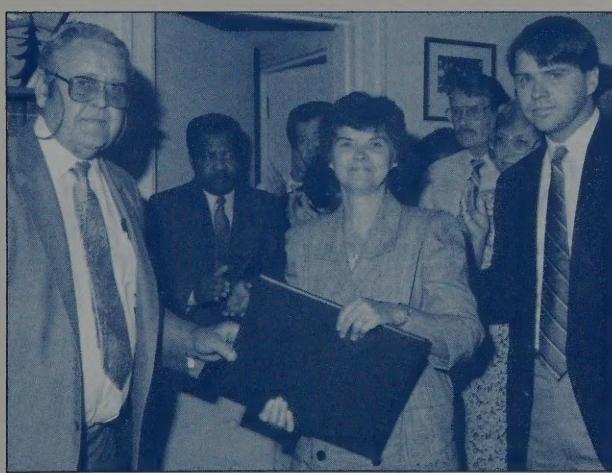


BLM Library
Denver Federal Center
Bldg. 50, OC-521
P.O. Box 25047
Denver, CO 80225

Special Awards



George Hartman, Oregon State Office biometrician, left, and Service Center Director Bob Moore, right, receive the Interior Department's Distinguished Service Award from Secretary of the Interior Donald Hodel. Hartman, who applies statistics to biological phenomena, has worked for BLM for 30 years and has been nationally recognized in his work with biometrics. Moore, a 33-year federal employee, has been instrumental in the Bureau's Land Information System concept and the proposed modernization of the Automated Data Processing resources in BLM. Photos by Don Cabrera.



Carole Purcell, secretary and personal assistant to Director Burford, above, Harold Grayson, WO budget analyst, upper left photo, and Dottie Wilson, wife of the late Eastern States Associate Director Gale Wilson, and their son, Rick Wilson, accept the Interior Department's Meritorious Service Award from Director Bob Burford. Photos by Don Cabrera.

158-00-06 phis
1980-08-19
DS-18-00-16

Hopi Dancers Highlight Dedication

Thousands Celebrate Opening of



Hopi dancers from Arizona make a rare public appearance at the Anasazi Center. Photo by Scott Brayton.

By Sheri Bell, Colorado State Office Public Affairs Specialist and
Scott Brayton, WO Public Affairs Specialist

In a rare appearance, brightly decorated Hopi Indian dancers from Arizona led off the dedication ceremony Aug. 27 of the Anasazi Heritage Center, an internationally acclaimed cultural site in southwestern Colorado.

About 3,000 people celebrated the grand opening and dedication of the BLM-managed facility throughout the morning and afternoon.

The Hopi, who rarely dance publicly, were there for a special reason. They consider the Anasazi to be the "Hisatsinom," or their ancestors. Following a traditional Hopi blessing, a prayer feather, especially prepared for the Center, was presented as a gift. The Hopi conducted additional blessings for future visitors as well as one to "make the Center comfortable for the spirits of the Anasazi."

The Anasazi, or "ancient ones," lived and farmed in the Four Corners region of Colorado, Arizona, New Mexico and Utah from about

1 A.D. to 1300 A.D. They built a large, thriving community, but abruptly disappeared around 1300 A.D. The reasons for their departure remain a mystery today.

Colorado State Director Neil Morck served as master of ceremonies for a program that included keynote speaker Robert McCormick Adams, Secretary of the Smithsonian Institution. Adams stressed the importance of this type of facility for the opportunities it creates for archaeological study and pointed out that what has begun "...is seed for the future."

Other speakers included BLM Director Bob Burford and Clifford Barrett, Regional Director for the Bureau of Reclamation. Several local residents received special recognition, including Ruth Chappell, whose late husband, Cliff, had spent much of his lifetime collecting and cataloging more than 2,000 priceless Anasazi artifacts. The Chappell Collection will be housed and displayed at the Anasazi Heritage Center thanks to the efforts and donations of Andy Senti, a

BLM's Anasazi Heritage Center

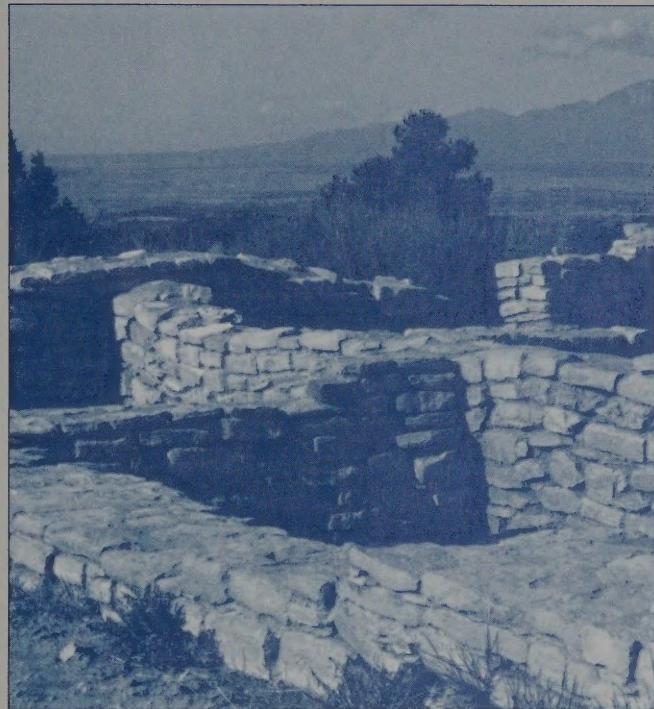
BLM Colorado realty specialist, who also received special recognition at the ceremony.

The public was invited to tour the Center and enjoy a "total" museum experience. Permanent exhibits focus on the Anasazi Indians, modern archaeology and changing resource uses. In addition, a full-scale replica of an Anasazi pit house is displayed.

A part of the Center that attracts a lot of attention from both adults and children, is the Discovery Area, a hands-on display. Here, visitors can grind corn, try weaving on a loom, and use microscopes to examine Anasazi artifacts.

The Mobil and Shell Oil companies hosted a free barbecue which was served by the Dolores, Colorado, Fire Department and other local volunteers.

The Anasazi Heritage Center will allow the public and researchers a glimpse into the area's ancient past. It will serve as a visitor, interpretive and research center, as well as a repository for millions of archaeological artifacts of the mysterious Anasazi culture.



The Anasazi left mysteriously more than a thousand years ago, leaving behind ruins like this. Photo by Scott Brayton.

Calendar for November-December

November

Nov. 11	Pocatello, Idaho	Idaho Woolgrowers Assoc. Annual Conv.
Nov. 14	Glasgow, Mont.	Pub. Info./Scoping Mtg. Judith-Valley-Phillips RMP
Nov. 14-16	Winnemucca, Nev.	Nevada Cattleman's Assoc. Mtg.
Nov. 15	Helena, Mont.	Governor's Natural Resource Council Mtg.
Nov. 15	Malta, Mont.	Pub. Info./Scoping Mtg. Judith-Valley-Phillips RMP
Nov. 29-Dec. 1	Phoenix, Ariz.	National Public Affairs Conference
Nov. 30-Dec. 3	Spokane, Wash.	Northwest Mining Assoc. Annual Conf.

December

Dec. 5-7	Santa Fe, N.M.	Bureau Management Team Mtg.
Dec. 5-7	Boise, Idaho	Idaho Outfitters and Guides Annual Mtg.
Dec. 5-9	Reno, Nev.	National Fire Mgt. Conf.
Dec. 9	Denver, Colo.	Federal/State Coal Advisory Board Mtg.
Dec. 13	Boise, Idaho	Idaho Mgt. Team Mtg.
Dec. 14	Boise, Idaho	Idaho Semi-annual BLM/FS Coord. Mtg.
Dec. 13-15	Reno, Nev.	State Mgt. Team Mtg.
Dec. 15	Miles City, Mont.	Powder River Coal Team Mtg.



Leslie Cone, left, and James May, above left, are the new Departmental Management Development Program trainees. May talks with recent trainee graduate Jack Peterson, above right. Photos by Don Cabrera.

Today's Trainees, Tomorrow's Managers

Two BLM field employees recently arrived in Washington, D.C., preparing to face an intense year of activities designed to make them future managers and leaders in the Department of the Interior.

Leslie M. Cone, most recently the area manager for the Indio Resource Area in Palm Springs, Calif., and James May, the former chief of resources at the Phoenix District, are the 1988-89 participants in the competitive national Departmental Management Development Program.

Both Cone and May say they would like to gain a better understanding of Washington. To make sure participants gain that and more, highlights of the program include courses in budget, Congress, management and ethics, and a variety of work assignments, both within the Bureau and with other agencies. Perhaps most importantly, the program emphasizes an overview of the Department's mission of balanced resource management.

The program, started in 1949, provides promising employees a training ground to hone their managerial skills. "Often, today's participants in the Departmental Management Development Program are tomorrow's state directors, district

managers and program leaders," said Dean Stepanek, assistant director for lands and renewable resources. "It's a good program for potential managers in the Bureau."

The program is open to employees in grades GS-9 thru GS-14. To be eligible, you must be an employee with the Department of the Interior, and have a minimum of three years service with the DOI or equivalent experience with other federal agencies or state governments. All applicants are rated on the basis of their education, training, experience and awards. The training lasts about 10 months, and participants are required to relocate to the Washington, D.C., metropolitan area for the length of the program. Employees are reassigned after the training.

Three employees graduated this year: Pat Korp and Jack Peterson, now Washington Office management analysts, and David Miller, Washington Office budget analyst.

"It's quite a contrast from a field job," Miller said, who formerly worked as area manager in Durango, Colo.

Peterson, most recently assistant district manager for the Salt Lake District, agreed. "You don't really know what goes on here till you see it

Continued on next page



Assistance Program Benefits Employees, BLM

(Continued from page 3)

confidentiality. There are exceptions for life-threatening situations and in cases where management may have a need to know, such as drug-testing referrals. In those states that contract with professionals outside the government, help is available seven days a week, 24 hours a day. Generally, the first three to six sessions are covered under the contract. If further help is needed, the EAP coordinator or contractor will work with the employee, taking into consideration each employee's health benefits, to assist in obtaining or recommending additional counseling or rehabilitation.

According to Karen Ryan, BLM's EAP Coordinator, throughout the Bureau, eight states, (AK, CA, CO, ID, MT, OR, UT, WY) offer EAP services from contracted professionals outside the government. In-house services are provided by five offices (AZ, ES, NM, NV, WO).

"Human resources are one of the most valuable resources of the Bureau, and the EAP provides a way to maximize those resources," Ryan said. "Hopefully, the increased emphasis on the Drug-Free Workplace program will cause the EAP to gain additional visibility and be utilized by more employees and supervisors. This emphasis may also result in expansion of the EAP in

those states currently offering less extensive services."

EAPs are a sound investment. Aside from humanitarian considerations, the Bureau benefits from improved productivity, making the BLM a more effective organization and a more pleasant place to work.

EAP Coordinators/Contacts

Bureauwide	Karen Ryan	202/343-3184 FTS 343-3184
Washington Ofc.	Ardell Booker	202/343-7645 FTS 343-7645
Alaska	Jim Pooley	907/271-3189
Arizona	Patricia Lawson	602/241-5522 FTS 261-5522
California	Sherrie Blackwood	916/978-4807 FTS 460-4807
Idaho	Bobbie Teigen	208/334-1472 FTS 554-1472
Montana	Bradley Brown	406/657-6175 FTS 585-6175
Nevada	Lenne Hollinger	702/784-5881 FTS 470-5881
New Mexico	Phillip Loyd	505/988-6094 FTS 476-6094
Oregon	Jan Gamby	503/231-3120 FTS 429-3120
Service Center	Joe Payne	303/236-6689 FTS 776-6689
Utah	Karl Sakaeda	801/524-3064 FTS 588-3064
Wyoming	Gordon Schaffer	307/772-2248 FTS 328-2248

Tomorrow's Manager's

(Continued from page 8)

first hand," he said.

"The program gave me a better understanding, a greater appreciation for the Bureau," said Korp, who had been a public affairs specialist in the Washington office and Public Affairs Chief in Wyoming before attending the Departmental Manager Training Program. "But if I had to pick out one best thing, it's the contacts and interaction with other class members."

Any advice for the two newcomers? "Be flexible and keep an open mind," Miller said. "You'll be able to learn a lot of new and different things."

Alaska

New Employees

Franklin H. Bird, Fishery Bio., Glennallen DO

Reassignments/Promotions

Michael Collie, from Land Surv. to Supv. Land Surv., Cadastral Survey, SO

Christopher Pearson, from Computer Oper. to Supv. Gen. Supply Spec., AK Fire Service

Phillip L. Wilkins, from Geo. to Land Surv., Cadastral Survey, SO

Paul Head, from Lead Forestry Tech. to Supv. Forestry Tech., AK Fire Service

Robbie Havens, from Supv. Land Law Exam., Support Serv., to Land Law Exam., Lands and Renewable Resources, SO

Retirements

Gerald Zamber, Prog. Analysis Officer, SO

Betty Sprott, Land Law Exam., Conveyance, SO

Richard Sprott, Land Law Exam., Conveyance, SO

Other separations

Joseph Agnese, Land Law Exam., Conveyance, SO

Joette Storm, Pub. Affairs Spec., SO

Arizona

New Employees

Michael Billbe, BLM Ranger, Lower Gila RAO

James Huff, from NPS, Grand Canyon, to Ranger, Phoenix RAO

Ken Armstrong, from NPS, Springdale, UT, to Ranger, Arizona Strip DO

Reassignments/Promotions

Carl Buchanan, from Empl. Dev. Spec., SC, to Training Sys. Spec., PTC

Milton Rupp, from Realty Spec., Utah SO, to Realty Spec., SO

Phillip Moreland, from Budget Analyst, WO, to Supv. Plan/Envir/Land/Rec. Spec., SO

Margaret Jensen, from Supv. Realty Spec., Alaska SO, to Area Mgr., Gila RAO

Jacque Summers, from Purch. Agent, Safford DO, to Contract Spec., SO

Linda Johnson, from Contract Spec., Safford DO, to Procurement Analyst, SO

Other Separations

Kim McReynolds, Range Con., Safford DO

California

New Employees

David W. Mayfield, Civil Engr. Tech., Bakersfield DO

Susan K. Fong-Young, Pers. Staff. Spec., Admin., SO

Marvan F. Harle, Appraiser, Div. of Ops., Calif. Desert DO

Reassignments/Promotions

David Fatch, from Phys. Scientist to Supv. Phys. Scientist, Ukiah DO

Gregg Wilkerson, Geo., Bakersfield DO

Stanley Zuber, from Ranger, El Centro RAO, to Ranger, Ridgecrest RAO

Robert Beehler, Supv. Res. Mgmt. Spec., Bishop RAO, to Area Mgr., Hollister RAO

Other Separations

William S. Haigh Jr., Chief, Plng. & Envir. Coord., Calif Desert DO

Sharon A. Waechter, Archaeologist, Ukiah DO

Edward J. Scheftner, Land Surv., Div. of Ops., SO

Colorado

New Employees

James Manuel, Civil Engr., Div. of Ops., SO

Reassignments/Promotions

Richard Godwin, from Supv. Ranger, Ridgecrest RAO, Calif., to BLM Ranger, Grand Junction RAO.

Don Brake, from Asst. Area Mgr., Tillamook RAO, Ore., to Forester, Gunnison RAO

Debbie Pietrzak, from Plng. & Envir. Spec. to Forester, Montrose DO.

Kenneth Goodrow, Range Con., San Luis RAO

James Wood, Petro. Engr. Tech., Little Snake RAO

Gene Keith, from Asst. Area Mgr. to Supv. Multi-Res. Spec., Little Snake RAO

Kenneth Kendall, Cartgrphr., Div. of Ops., SO

David Foster, Land Surv., Div. of Ops., SO

Lonnie Gibson, from Land Surv. to Supv. Land Surv., Div. of Ops., SO

Michael Mitrision, from Civil Engr. to Supv. Civil Engr., Div. of Ops., SO

Howard Cline, Land Surv., Div. of Ops., SO

Retirements

Lee J. Miller, Adm., SO

Bernard Coulson, Grand Junction RAO

Charles Neill, Res. Mgmt., Grand Junction DO

Bill Jones, Admin., SO

William Young, Ops., SO

Robert Vecchia, Uncompahgre RAO

Elmer Borden, Ops., SO

Eastern States Office

New Employees

Debra Purvis, Mining Engr., Jackson DO

Reassignments/Promotions

Pat Johnson, from Adm. Asst. to Adm. Officer, Milwaukee DO

Kenny Ravnikar, from Land Surv., Mont. SO, to Land Surv., SO

Mary Manning, Archaeologist, Jackson DO, Judy Sumrall, from Adm. Asst. to Adm. Officer, Jackson DO

Frances Javes, Land Law Exam., SO

Pat Lewell, Land Law Exam., SO

Nate Felton, from Land Law Exam. to Supv. Realty Spec., SO

Other Separations

Alice Stephenson, Paralegal Spec., SO

Idaho

New Employees

Daniel Tomich, Civil Engr., Boise DO

Reassignments/Promotions

Gary T. Oviatt, from Land Surv., Colo. SO, to Land Surv., SO

John C. Sullivan, from Realty Spec., Calif.

Desert DO, to Realty Spec., Boise DO

Richard F. Wright, Range Con., Burley DO

Scott Anderson, Range Con., Shoshone DO

Pamela Brown, Land Law Exam., Shoshone DO

William H. West, from Range Con., SC, to Plng. & Prog. Coord., Shoshone DO

Marvin Durfee, from Area Mgr., Burns DO, Oregon, to Supv. Ops. Spec., Burley DO

Other Separations

Trudie Olsen, Supv. Pub. Affairs Spec., SO

Montana

New Employees

Donald Roddy, Petro. Engr., Miles City DO

Guy Ausmus, Petro. Engr., Dickinson DO

Reassignments/Promotions

Greg Bergum, from Civil Engr., Lewistown DO, to Supv. Civil Engr., Butte DO

Curtis Kunugl, Civil Engr. Tech., Miles City DO

Richard Hotaling, from Petro. Engr. to Supv. Petro. Engr., Dickinson DO

Bradley Rixford, Outdoor Rec. Plnr., Headwaters RAO

Larry Rau, Wildlife Mgmt. Bio., Headwaters RAO

Richard Tholen, Supv. Forester, Gamet RAO

Retirements

Bernard Ferber, Range Tech., Powder River RAO

Kenneth Burke, Supv. Land Use Spec., Dickinson DO

Other Separations

Orien Grover, Range Con., Judith RAO

Nevada

New Employees

William C. Pugh, Civil Engr. Tech., Battle Mountain DO

Guy A. Welch, Range Con., Egan RAO

Reassignments/Promotions

Jeffrey Steinmetz, from Range Con., Wells RAO, to Range Con., Stateline RAO

Georgia M. Wells, from Computer Spec. to Info. Serv. Mgr., Adm., SO

Ronald B. Wenker, from Area Mgr., Kemmerer RAO, Wyo., to Dist. Mgr., Winnemucca DO

Retirements

Peter E. Lent, Saval Res. Proj. Mgr., SO

Other Separations

Nancy A. Clifton, Range Con., Shoshone-Eureka RAO

Robert G. Brown, Range Con., Paradise-Denio RAO

Robert L. Reaksecker, Equip. Opr., Battle Mountain DO

New Mexico

New Employees

Walter Hutte, Compliance Spec., Carlsbad RAO

Pamela Boring, Petro. Engr., Tulsa DO

Fred Lockley, Nat. Res. Spec., Roswell DO

Joe Morfin, Procurement Analyst, Admin., SO

BLM Hispanic Employees Making a Difference

National Hispanic Heritage Week, held in September, gives BLM an opportunity to celebrate the accomplishments and contributions of Hispanic employees as well as Bureau programs successful in employing Hispanics.

The Department of the Interior recognized several Interior Hispanic employees in a special newsletter recently published and distributed to all Interior offices.

In addition, the Bureau would like to recognize another BLM program and other Hispanic employees who have made significant contributions in their jobs or communities:

The Mexican American Opportunity Foundation (MAOF) work program in the Bakersfield District Office, California. The Mexican American Opportunity Foundation, formed in 1966, provides disadvantaged people with skills and work experience in non-profit and government agencies. If the trainees sent to BLM's Bakersfield District Office are any indication, the program is a great success.

Ask Linda Hobson, who recently was promoted from receptionist to production technician in the Operations Branch of Minerals. "I had very little work experience, and I needed a chance," she said. "This program got

my foot in the door where I could prove myself, and I learned a lot."

During the 5-1/2 month training period, MAOF provides the paycheck. Once a week, the trainee and supervisor meet the MAOF job coach to go over the program and the student's progress. The District has had nine trainees in the last 4 years.

"They send us excellent quality folks," District Manager Bob Rheiner said. "There have been several trainees we would have loved to keep. We managed to hang on to three of them, but several others were snapped up by private business after we trained them."

According to Minerals Branch Chief Del Fortner, who has had several trainees in his department, "It works. The program is a tremendous success for them and for us."

Juan Aguilar, maintenance worker, Division of Operations, Medford District Office, Oregon. Juan Aguilar exhibits uncommon dedication to his work. He recently received a Special Achievement Award. He's one of those employees who require little supervision and accomplishes his duties quickly, frequently before deadline and always in a pleasant, helpful manner.

Aguilar was also recognized by

Vice President Bush for his outstanding work and dedication on security and safety during Bush's visit to Medford earlier this year. In addition to being awarded the highest non-monetary award for this work, Aguilar also received a letter of appreciation from the Vice President.

Jesse S. Berain, equal employment opportunity officer, Idaho State Office. Jesse Berain served 6 years as Director of Fair Housing and Equal Opportunity for the Department of Housing and Urban Development. In addition, he was Commissioner and Deputy Director for the Idaho Commission for Human Rights for 4 years.

Today, he continues to work with many outside organizations and various projects. He has been involved with the Veterans for Foreign Wars, served as Treasurer for the Idaho Association of Mexican Americans, has been a Spanish teacher, and assisted with the rehabilitation of two groups of Hispanic inmates at the Idaho State Correctional Institute.

Mary Flores, clerk-typist, Barstow Resource Area Office, California. Mary Flores, a new employee with the BLM, previously served as an EEO counselor with the U.S. Army Corps of Engineers. She

Hispanic Program Manager Garners Top Award



Jeanette Salazar, left, WO Equal Employment Manager and BLM Hispanic Program Manager, was one of four Washington, D.C., metropolitan area federal employees who were named 1988 Hispanic Employment Program Achievement Award Winners. Fran Lopes, right, Asst. Director for Affirmative Recruiting and Employment for OPM, presents the award.

In addition to being honored at a special luncheon program, she received letters of congratulations from Director Robert Burford and Interior Secretary Donald Hodel. In his letter to her, Hodel congratulated her on the prestigious award and said that her "enthusiasm and hard work clearly have strengthened the Department's strong efforts to implement the Equal Employment Opportunity Policy which I set forth."

Burford cited her "tireless efforts to expand employment opportunities for Hispanic men and women." Salazar was the only Interior employee honored this year. The award is sponsored by the Hispanic Employment Program and the Office of Personnel Management.

Hispanic Employees Contribute to BLM, Communities (continued)

has also been active in the Hispanic Employment Program, serving as recording secretary for nearly 3 years. When not busy with her full-time duties, Flores tutors people in English as a second language. She was also a bilingual aide for the school district, where she taught Spanish to elementary school children. Flores has received letters of commendation from several organizations that have benefited from her hard work and dedication.

Cruz Garcia, communications specialist, Boise Interagency Fire Center. Cruz Garcia's work days include developing, installing and maintaining all phone-related systems for all agencies at the Fire Center, crucial to the mission of BIFC.

He was on the team that developed the Bureau's Automated Lightning Detection System (ALDS), and in 1986, traveled to Argentina as technical advisor and interpreter for US-AID to evaluate that country's fire communications system.

Garcia served for 3 years as BIFC's Hispanic Employment Program Manager. During that time, he worked with the Center for Employment Training in Nampa, Idaho, finding better ways to qualify Hispanics for Fire Center jobs. He has also helped establish a telephone electronics course at the local state university.

Thomas Gomez, administrative branch chief, BLM Service Center. Over the past several years Thomas Gomez has consistently received the highest performance rating a government employee can be given.

He was appointed in 1978 to serve as the Service Center's Hispanic Employment Program Manager and was selected in 1982 as the "Outstanding Hispanic Employment Program Manager" in the Denver Metropolitan area. Gomez has been involved with affirmative action and equal employment opportunity issues for many years, both in an official capacity and in donating hours of his personal time.

He is a nationally recognized public speaker and community leader on Hispanic issues and concerns, and his many contributions to the community demonstrate a "Good Neighbor" policy in action.

Pascual Laborda, petroleum engineer in the regulation and evaluation section, Montana State Office. Pascual Laborda, born in Santiago, Cuba, began his career with the BLM

in 1983 in the Miles City District Office. He has been a member of the Society of Petroleum Engineers since 1978. He received a Bachelor of Science Degree in petroleum engineering from the Montana College of Mineral Science and Technology.

Patricia Garcia Lawson, personnel staffing specialist at the Arizona State Office. As part of her job in personnel, Patricia Lawson is responsible for the Federal Equal Opportunity Recruitment Program.

Her commitment to equal opportunity employment has been shown in her diligent work to contact, recruit and hire qualified minorities and women. Because of her efforts the Department's minority employment profile has been enhanced tremendously in the last 8 years.

In addition, Lawson was selected as the Hispanic Employee of the Year by the Arizona Council of Hispanic Employment Program Managers in 1987.

Don Lee, computer systems analyst, Boise Interagency Fire Center. Part of Don Lee's position involves bringing computer technology into the battle against wildfires. He is working on the fourth such computer system used at fire camps. Lee is the technical advisor, representing the BLM, for a computer prototype that recently received its first use in automating incident management functions on the Yellowstone Complex fires.

Heddy Lozano, branch secretary in the Division of Lands, and Hispanic Employment Program Manager (HEPM), Eastern States Office. Heddy Lozano has been active in the D.C. Council of Hispanic Employment Program Managers. She has served on various panels and committees to enhance Hispanic federal employment in the D.C. area.

In addition, she has taken an active role in recruiting Hispanic applicants for the ESO workforce and has been the sole source of recruitment for at least five Hispanic ESO employees. She has been responsible and successful for bringing Hispanic historical and cultural artifacts into the ESO to share with and educate co-workers. Lozano also organized the successful Hispanic Heritage Week at the Eastern States Office the past 5 years.

Anna Padilla, equal employment opportunity officer, BLM Service Center. Anna Padilla has brought a "can-do" attitude to her job

in BLM. She has worked with numerous community organizations in Denver's Hispanic and Black communities. She wrote two economic development grants for projects in the Hispanic community's special impact area. She also served as the Hispanic Employment Program Manager. Through her efforts, 17 Hispanics have been hired. She has served as a role model to other Hispanics and has shared many of her program successes with other agencies in the metro area.

Deana M. Parrish, secretary in the State Director's office, Idaho State Office. Deana Parrish, a 5-year BLM employee, also holds a collateral position as an Equal Employment Opportunity Counselor.

Through her hard work and determination she has received three Special Achievement Awards and has been acknowledged for her contribution in transcribing and organizing the data for numerous articles.

Esther Rivera, land law examiner, Montana State Office. In addition to being an integral part of the fluids lease maintenance unit in the State Office, Esther Rivera was recently named MSO's first Hispanic Employment Program Manager.

Besides her full-time duties, Rivera works closely with Hispanic organizations and Our Lady of Guadalupe Parish, the hub of the Billings Hispanic community. On her own, she has helped several Hispanic women gain employment in the federal government.

Carmen Simonson, personnel management specialist at the Boise Interagency Fire Center. Carmen Simonson is a person who cares. You can tell by the activities she chooses, on and off the job.

Simonson supervises the staff that provides personnel services to more than 250 BLM-BIFC employees. She also serves as the selective placement and the disabled veterans coordinator. She received a certificate of appreciation from the Governor of Idaho for her outstanding efforts in employing veterans.

In addition, Simonson is on the Mayor's Committee for Hiring the Handicapped and Older Worker. She is also serving her sixth year on the Board of Directors of the Epilepsy League of Idaho and is a member of the local chapter of IMAGE, a national Hispanic organization.

Reassignments/Promotions

Mary McCloskey, from Empl. Dev. Spec., DOI, Washington, DC., to Mgmt. Analyst, Admin., SO
Mark Trainer, from Computer Spec. to Computer Syst. Analyst, Tulsa DO
Steven Henke, from Supv. Range Con. to Supv. Nat. Res. Spec., Farmington RAO
Joseph Chesser, from Prog. Analyst, WO, to Supv. Industrial Spec., Mineral Res., SO
Saundra Porenta, from Supv. Records Mgmt. Spec., Montana SO, to Asst. Area Mgr., Carlsbad RAO
Ruben Sanchez, from Range Con. to Nat. Res. Spec., Roswell RAO
Marcella Montoya, Land Law Exam. to Land Law Exam., Ops., SO

Retirements

George Martinez, Computer Syst. Analyst, Mineral Res., SO

Other Separations

John Crowley, Supv. Pers. Staffing Spec., Admin., SO
Carl St. Clair (Death), Fire Aviation Spec., Ops., SO
Candace Ojala, Realty Spec., Roswell RAO
Arlan Hiner, Supv. Envir. Prot. Spec., Farmington RAO

Oregon**New Employees**

Shirley Alder, Admin. Officer, Coos Bay DO
Carol A. Bowman, Civil Engr. Tech., Klamath Falls RAO
Tim Bozorth, Hydrologist, Roseburg DO
Wilbert A. Bright, Supv. Nat. Res. Spec., Central Oregon RAO
Richard Dreholb, Area Mgr., Ashland RAO
William F. Frank, Supv. Nat. Res. Spec., Three Rivers RAO
James G. Kenna, Supv. Nat. Res. Spec., Lakeview RAO
Mark S. Koski, Nat. Res. Spec., Salem DO
Gary A. Hoppe, Supv. Nat. Res. Spec., Coast Range RAO
Bonnie J. Hogan, Supv. Nat. Res. Spec., Santiam RAO
Gregg Kirkpatrick, Forester, Tillamook RAO
Layne Lange, Nat. Res. Spec., Ashland RAO
Chester Novak, Soil Scientist, Santiam RAO
Raymond J. Orazem, Jr., Res/Op. Mgr., Myrtlewood RAO
Joseph V. Ross, Supv. Nat. Res. Spec., South Umpqua RAO
Alfred Turowski, Res/Op Mgr., Umpqua RAO
Donna M. Webb, Supv. Res. Spec., Vale DO
Joseph M. Wichman, Supv. Nat. Res. Spec., Deschutes RAO
Janice Gamby, Empl. Rel. Spec., Admin., SO
Robert Golden, Park Ranger, Umpqua RAO
Mark Lawrence, Assoc. Dist. Mgr., Salem DO
Brent Blair, Supv. Records Spec., Admin., SO
John R. Keith, Forestry Tech., Ops., SO
Gary W. Lokken, Comm. Spec., Admin., SO

Reassignments/Promotions

Eldon L. Surcamp, Civil Engr. Tech., South Valley RAO
Steven P. Shade, from Soil Scientist to Supv. Nat. Res. Spec., Glendale RAO
Robert G. Bolton, from Area Mgr., Warner

Lake RAO, to Area Mgr., Lakeview RAO
Brian H. Cunningham, from Outdoor Rec. Plnr. to Nat. Res. Spec., Prineville DO
John R. Hackbarth, from Asst. Area Mgr. to Supv. Nat. Res. Spec., McKenzie RAO
Paul E. Jeske, from Nat. Res. Mgr. to Supv. Nat. Res. Spec., Alsea RAO
Craig T. Paslay, from Forestry Tech. to Supv. Forestry Tech., Coast Range RAO
David E. Pulliam, Jr., from Wildlife Bio., High Desert RAO, to Supv. Nat. Res. Spec., Klamath Falls RAO
Emily A. Rice, from Asst. Area Mgr. to Supv. Nat. Res. Spec., South Valley RAO
Peter J. Schay, from Asst. Area Mgr. to Supv. Nat. Res. Spec., Clackamas RAO
Melvin D. Crockett, from Supv. Forester, Grants Pass RAO, to Supv. Forester, Klamath Falls RAO
Brent J. Cunderla, from Geo., Min. Res., SO, to Geo., Wenatchee RAO
Roy E. Montgomery, from Area Mgr., So. Umpqua RAO, to Supv. Fire & Avia. Mgmt. Spec., Div. of Ops., SO
Abigail Smith, from Forester, So. Valley RAO, to Oper. Spec., Div. of Ops., SO
Clinton E. Oke, from Range Con., Wamer Lake RAO, to Nat. Res. Spec., Lakeview DO
Richard L. Harlow, from Assoc. Dist. Mgr. to Nat. Res. Spec., Lakeview DO
Joseph Kraayenbrink, from Range Con., High Desert RAO, to Supv. Range Con., Lakeview RAO
Ronald T. Andersen, from Supv. Forester to Supv. Nat. Res. Spec., Tioga RAO
Philip Hall, from Supv. Forester, So. Umpqua RA, to Supv. Nat. Res. Spec., Dillard RAO
Charles Hawkins, from Fuels Mgmt. Spec., Yamhill RAO, to Supv. Nat. Res. Spec., Tillamook RAO
Ronald R. Hunter, from Motor Veh. Op. to Engr. Equip. Op., Coos Bay DO
Jeffrey E. Kovach, from Supv. Forester, Clackamas RAO, to Supv. Nat. Res. Spec., Yamhill RAO
Jerome A. Petzold, from Supv. Range Con. to Supv. Nat. Res. Spec., Andrews RAO
Roger S. Schnoes, from Forester, Grants Pass RAO, to Wildlife Bio., Glendale RAO
Philip W. Stanbro, from Pub. Affairs Spec. to Supv. Plng. & Env. Spec., Lands & Renew. Res., SO
Lloyd G. Fritz, from Geo. to Phys. Scientist, Coos Bay DO
David D. Reed, from Supv. Forester to Asst. Area Mgr., Glendale RAO
Steven P. Shade, from Soil Scientist, Medford DO, to Supv. Nat. Res. Spec., Glendale RAO
Scott D. Whittaker, from Soil Scientist to Envir. Prot. Spec., Spokane DO
Larry A. Vanausdall, from Supv. Eng. Tech. to Supv. Civil Eng. Tech., Medford DO
Michael J. Angell, from Forester, Myrtlewood RAO, to Forester, Klamath Falls RAO
Gerald Fullerton, from Range Con., Lands & Renew. Res., SO, to Envir. Coord., Salem DO
Randall Gould, from Forester, Klamath RAO, to Plans/Monitoring Forester, Clackamas RAO
Donald T. Hicks, Asst. Area Mgr., Butte Falls RAO, to Supv. Nat. Res. Spec., Drain RAO
Brian W. McCarty, from Forestry Tech., Myrtlewood RAO, to Civil Eng. Tech.,

Klamath Falls RAO

Terry W. Paugh, from Forestry Tech., Tioga RAO, to Forestry Tech., Klamath Falls RAO
Gregory B. Reddell, from Forestry Tech., Klamath RAO, to Forestry Tech., Klamath Falls RAO
Scott Roots, from Eng. Equip. Op., Coos Bay DO, to Eng. Equip. Op. Foreman, Salem DO
Nancy C. Ryan, from Range Con. to Computer Syst. Analyst, Lakeview DO
Ronald R. Sadler, from Supv. Res. Spec., Coos Bay DO, to Nat. Res. Spec., SO
Scott V. Senter, from Forester, Klamath RAO, to Outdoor Rec. Plnr., Klamath Falls RAO
Dana R. Shuford, from Ops. Svcs. Supv., Lakeview DO, to Area Mgr., Tillamook RAO
Gayle M. Sitter, from Wildlife Bio., Klamath RAO, to Wildlife Bio., Klamath Falls RAO

Retirements

Malcolm T. Shrode, Area Mgr., Three Rivers RAO

George Yاردic, Prog. Analyst, Roseburg DO

Other Separations

Thomas Boswell, Maint. Mech., Medford DO
Juan J. Martinez, Pers. Mgmt. Spec., Admin., SO
Carolyn L. Robinson, Pers. Staffing Spec., Admin., SO
Susan M. Tholen, Forester, Butte Falls RAO
William J. Wessel, Forester, Coos Bay DO
L. C. Stephenson, Jr., Forester, Santiam RAO
Mark J. LaPine, Forester, McKenzie RAO

Utah**New Employees**

Linda M. Kerr, Wildlife Mgmt. Bio., Bear River RAO

William J. Schenck, Jr., Elec. Tech., SO

James Hammond, Fire & Aviation Spec., SO

Reassignments/Promotions

Penelope J. Smalley, from Supv. Realty Spec., Great Divide RAO, Wyo., to Supv. Env. Spec., Vernal DO

Gordon R. Staker, from Supv. Nat. Spec., Land & Renew. Res., Ore. SO, to Dist. Mgr., Cedar City DO

Jerry W. Goodman, from Dist. Mgr., Salmon DO, Idaho, to Dist. Mgr., Richfield DO

Donald R. Banks, from Outdoor Rec. Plnr., Indio RAO, Calif., to Pub. Affairs Spec., Salt Lake DO

Douglas P. Bauer, from Geo., Gila RAO, Ariz., to Geo., SO

Steven C. Hartman, from Range Con., Valley RAO, Mont., to Supv. Range Con., Diamond Mtn. RAO

Retirements

Vivian Carter, Supv. Proc. Agent, Vernal DO
Raymond E. Blaisdell, Wildlife Mgmt. Bio., Henry Mtn. RAO

Other Separations

James W. Fritz, Cartographer, SO

Wyoming**New Employees**

Betty Holbrook, Asst. Dist. Mgr., Worland DO
Clarence Seago, Computer Prog. Analyst, Worland DO
Michael Brown, Pub. Affairs Spec., Rock

Springs DO
Doyle Conklin, Supv. Civil Engr., Rock Springs DO
Michael Riddleman, Forester, Newcastle RAO
Beverly Gorny, Pub. Affairs Spec., SO
Reassignments/Promotions
Les Olver, from Adm., Casper DO, to Adm., Rawlins DO
Michael J. Karbs, from Adm., Rawlins DO, to Supv. Mining Engr., Casper DO
Retirements
Pat Wattles, Supv. Land Law Exam., SO
Rex ZoBell, Nat. Res. Spec., SO
Marlyn V. Jones, Assoc. State Director, SO
Donald Messer, Supv. Range Con., Cody RAO
Other Separations
Salvada Orochena, Envir. Scientist, Platte River RAO
James Sinclair, Appraiser, Minerals, SO
Richard Kurtz, Range Con., Casper DO
Albert Williams, Mining Engr., Casper DO

Service Center

New Employees
Jerome Myles, Computer. Syst. Prog., Computer Ops.
Duane Blamey, Safety & Occ. Health Spec.
Reassignments/Promotions
Daniel Muller, from Hydrol., WO, to Supv. Nat. Res. Spec.
Jeffrey Uhlich, from Computer Spec. to ALMRS-GIS
Donna Barron, from Computer Prog. to Computer Appl.
Retirement
Olga Bojanic, from Contract Spec. to Admin. Serv.
Other Separations
Sandra Clayton, Opr. Acct., Finance

Boise Interagency Fire Center

New Employees
Bernard Vinzant, Elec. Tech., Info. Syst.
Theodore Rex, Equip. Spec., Fire Mgmt.
Robert Kambitsch, Audio Visual Prod. Spec., Training Div.
Charles Kajimur, Elec. Tech., Info. Syst.
Retirement
James Rodgers, Maint. Mech., Mgmt. Serv.

Washington Office

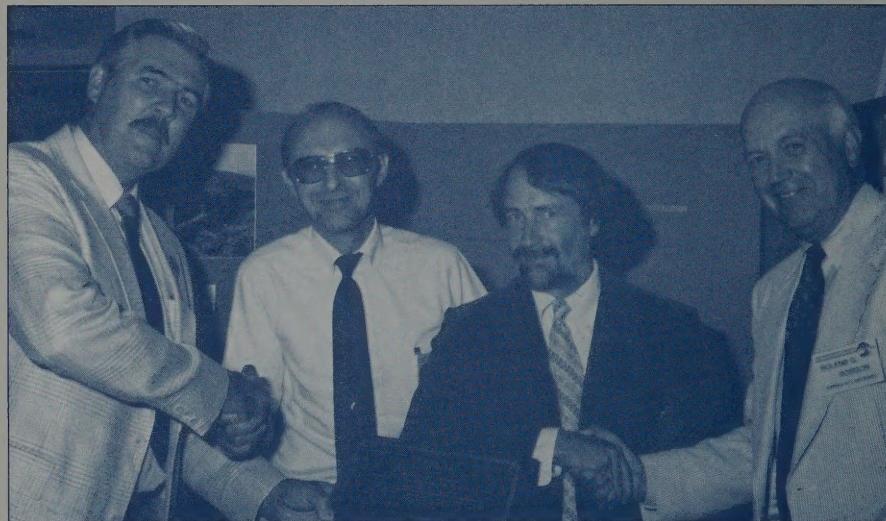
Reassignments/Promotions
Theodore Bingham, from Nat. Res. Spec. to Supv. Nat. Res., Rights of Way
Jeff Holdren, Supv. Nat. Res. Spec., Div. Lands & Realty
Vincent Hecker, Nat. Res. Spec., Div. Lands & Realty
Ronnie Clark, from Supv. Nat. Res. Spec. to Nat. Res. Spec., Div. of Range
Robert Sellers, Prog. Spec. Wild Horse and Burro, Div. of WH&B
Amy Lueders, Econ., Div. of Minerals Pol. Analysis & Econ. Eval.
Patricia Lewis, Pos. Class Spec., Div. of

Personnel
James May, from Supv. Res. Spec. to Dept'l. Mgmt. Devel. Program, Br. of Empl. & Orgn. Dev.
Leslie Cone, from Area Mgr. to Dept'l. Mgmt. Devel. Program, Br. of Empl. & Orgn. Dev.
Michelle Ravnikar, from Pub. Affairs Spec., Mont. SO, to Writer-Editor, WO
Paul Lynch, from Safety Mgr. to Asst. Director Support Serv.
Frances Javes, from Land Law Exam. to Div. Mineral Res.
Patricia Ledwell, from Land Law Exam. to Div. Mineral Res.
Ardusters Felton, from Land Law Exam. to Supv. Realty Spec., Div. of Land & Renew. Res.
Katherine Speight, from Mgmt. Analyst to Computer Spec., Div. of Info. Res. Mgmt.
Phyllis Thompson, from Asst. to Director to Deputy Director, Ofc. External Affairs
Judith Reed, Minerals Leasing Spec.
Timothy Hartzell, from Area Mgr. to Prog. Analyst, Div. of Budget
Bruce Dawson, from Range Con. to WO Div. of Range

BLM Service Center—Take II

How come the photo of the BLM Service Center in the last issue of *Inside Track* showed a sign saying "Denver Service Center" when the article said it was really the BLM Service Center? And how come, in the same article, Service Center Director Bob Moore was called Director of Denver Service Center?

Well, old monikers take a while to fade away. It's been 15 years since the Portland Service Center consolidated its functions with the Denver Service Center—which is actually in Lakewood, Colo. The change "DSC" to "SC" has already taken place in official correspondence. Thanks to the attention focused on this issue in the last *Inside Track*, the BLM Service Center has arranged to have the word Denver removed from its sign.



The BLM recently received 20 awards from two national fisheries organizations for outstanding efforts in care for riparian or water-based lands. The Western Division of the American Fisheries Society and the Western Association of Fish and Wildlife Agencies presented the top award for BLM to the Safford District in Arizona for their successful efforts in recovering a 32,000-acre desert riparian ecosystem surrounding Bonita Creek in southeastern Arizona. From left, the prestigious award is being presented by Al Mills, President, Western Division of American Fisheries Society, to Ray Brady, Safford District Manager, Al Bamman, Gila Resource Area, and BLM Deputy Director Roland Robison.

Inside Track

U.S. Department of the Interior
Bureau of Land Management
18th & C Streets, NW
Washington, D.C. 20240
Robert F. Burford, Director
Tim Locke, Director, External Affairs
Bob Johns, Acting Chief, Div. of Public Affairs
Michelle Ravnikar, Editor

Inside Track, BLM's employee newsletter, is published every other month by the Division of Public Affairs.

Tracking Personnel is compiled from information submitted by State Office Personnel Branches to the Service Center in Denver. This information covers personnel actions in July and August.